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APPRENTICE TRAINING

***Sure Way to a
Skilled Craft***



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You, an apprentice? How about that!

Four thousand years ago apprenticeship was recognized as the best way to train someone as a skilled craftsman.

Today, 4,000 years later, it still is.

APPRENTICESHIP helped build this country--bridges, skyscrapers, factories, superhighways, aircraft, autos, ships, TV, beer cans, houses, your wrist watch, your shoes, the works--you name it.

APPRENTICESHIP is a training system, based upon a written agreement between the apprentice and the employer, by which a worker learns a skilled craft or trade on the job.

APPRENTICESHIP programs include 2 or more years of on-the-job training under the guidance of an experienced craftsman, who was once an apprentice himself.

APPRENTICESHIP also means a few hours in the classroom each week to help explain the reasons why certain things are done in a certain way on the job.

APPRENTICESHIP is a no-nonsense system. Detailed work and study records are kept, and the training progress of the apprentice is evaluated frequently.

HOW IT OPERATES

Apprenticeship programs are conducted by the voluntary cooperation of labor, management, schools, and government throughout the country.

In many local areas the principal crafts have joint apprenticeship committees of six members, three from management and three from labor. These committee members are responsible for conducting and supervising their craft's local apprenticeship program.

They test, select, and sign up (indenture) the apprentice and register him with the U.S. Department of Labor's Bureau of Apprenticeship and Training, or with the State Apprenticeship Agency, if there is one.

They supervise and evaluate the variety and the quality of the apprentice's work experience.

They certify the apprentice as a journeyman after he has satisfactorily completed the apprenticeship program.

WHO QUALIFIES

The requirements for apprenticeship vary somewhat from place to place. Generally, you



should be between the ages of 17 and 26. (Veterans may add their years of service to the 26-year limit.)

You must be able to work with head and hands, and be good at both. You've got to be in good physical shape, capable of performing the work of the trade.

Some trades require a high school diploma or its equivalent. Other trades prefer this, but do not insist on it.

Assistance to help pass entrance tests is being offered to those who may not have all the requirements to enter an apprenticeship program.

This help is being offered in most of the big cities through such organizations as the local AFL-CIO building and construction trades council, the Urban League, Workers' Defense League, or other Community Action agency.

If you want to be an electrician, for instance, and you figure your high school studies are not enough to let you pass the mathematics and physics questions, check with the building trades council or the Urban League or the Apprenticeship Information Center at the local employment service office.

They will have information about attending one of the special 4-week courses which are conducted to prepare applicants for apprenticeship tests as openings for electrician apprentices become available.

THE OPPORTUNITIES

There are about 350 apprenticeable trades. You will find 79 major occupations listed in the back of this pamphlet.

The number of years apprentices must serve is shown beside each occupation.

MONEY TALK

One of the nicest things about apprenticeship is that you are paid while learning. Starting pay is usually 40 to 50 percent of the journeyman's going rate. In most areas, it will vary from \$2 to \$3 an hour.

More than that, the apprentice making satisfactory progress gets a raise in pay every 6 months, until he is earning about 90 percent of the journeyman's current rate during the last 6-month apprenticeship period.

And then, of course, there are fringe benefits like paid vacations, paid holidays, insurance, hospitalization, and retirement pension plans.



MORE MONEY TALK

How would you like to earn \$28,000 over a period of 4 years while learning a skilled trade through apprenticeship?

Fantasy? By no means.

Let's just suppose you are a construction trades apprentice in the Milwaukee area. The lowest starting wage rate for apprentices in these trades is \$2.50 an hour.

Let's say you have selected a trade which pays \$5 an hour to the finished craftsman. The apprenticeship requires 4 years. The following table shows what you could be earning during each 6-month period as you move ahead:

Training Period	Weekly Pay	6-month total
First 6 months	\$ 100	\$ 2,600
Second 6 months	110	2,860
Third 6 months	120	3,120
Fourth 6 months	130	3,380
Fifth 6 months	140	3,640
Sixth 6 months	150	3,900
Seventh 6 months	160	4,160
Eighth 6 months	180	<u>4,680</u>
		\$28,340

Now, \$28,000 is not a small sum to earn while you learn in a 4-year apprenticeship program. This figures out to \$7,000 a year.

For eligible veterans there is an additional pleasant financial twist. The Veterans' Education and Training Amendments Act of 1970 provides the following:

Regardless of the wages paid by the employer, VA's monthly training assistance allowance to a veteran pursuing a full-time approved apprenticeship is as follows:

Periods of training	No dependents	One dependent	Two or more dependents
First 6 months	\$108	\$120	\$133
Second 6 months	81	92	105
Third 6 months	54	66	79
Fourth and any succeeding 6-month period	27	39	52



After completing a 4-year construction trades apprenticeship, you could be making a minimum of \$200 a week as a journeyman at present rates of pay, **not including overtime** and not counting other fringe benefits.

The national average journeyman rate for 30 trades (building and construction, metal, foundry, printing, and automotive) comes to \$8,500 a year.

For example, an apprentice starting out now with one of the Nation's largest automobile manufacturers in any one of eight major occupational categories (mostly metal trades) would earn an average of \$9,800 as a journeyman.

THE MEN AND THE BOYS

This is where we separate the two. If you're looking for a soft touch, forget it. This isn't it. Apprenticeship is no snap. It demands hard work and has tough competition.

You've got to have the will to see it through. This takes ambition. It takes drive. It takes courage.

Many an apprentice has fallen by the wayside because he sees his buddies making more money right now in jobs with little future.

Don't let this happen to you. The temptation will be to drop out of an apprenticeship program and get some kind of job that pays more money now.





But you don't want just **some** kind of job.
So, don't settle for one.
What you want is a **career**.
So, get one.

Start with apprenticeship. After your apprenticeship term, and for the rest of your life, you'll have a skill. You'll be a highly respected craftsman, and your buddy will still have "some kind of job."

WHERE TO BEGIN

If you're interested in an apprenticeship get in touch with:

- The Bureau of Apprenticeship and Training regional offices (listed in the back of this pamphlet). For local offices near you, consult your telephone book.
- The Apprenticeship Information Center near you (also listed).
- The nearest State employment service office (consult your telephone book).
- The Urban League in your city.
- A firm that has workers in the trade in which you are interested.
- The local union that represents the trade in which you are interested.



HERE ARE JUST A FEW JOBS WHICH REQUIRE APPRENTICESHIP

The 79 jobs listed below have training periods of at least 2 years and some as many as 6 years. Some of the occupations are broken down into more specialized jobs, so that the total number of apprenticeable occupations is close to 350. Numbers in parentheses indicate the number of years of training required.

Aircraft fabricator (3-4)	Machinist (4)
Airplane mechanic (3-4)	Mailer (4-5)
Arborist (3)	Maintenance mechanic
Asbestos worker (4)	repairman (3-6)
Automotive body	Metal polisher and
repairman (3-4)	buffer (3-4)
Automotive mechanic (3-4)	Millwright (4)
Baker (3)	Model maker (4)
Barber (2)	Musical instrument
Blacksmith (4)	mechanic (3-4)
Boilermaker (4)	Operating engineer (3-4)
Bookbinder (2-4)	Optical technician (4)
Brewer (2-3)	Orthopedic prosthetic
Bricklayer (3)	technician (3-4)
Butcher-meat cutter (3)	Painter-decorator (2-3)
Cabinetmaker-millman (2-4)	Patternmaker (5)
Candy maker (3-4)	Photoengraver (5-6)
Canvas worker (3)	Photographer (3)
Carman (4)	Plasterer (3-4)
Carpenter (4)	Plate printer (4)
Cement mason (3)	Plumber-pipe fitter (4-5)
Cook (3)	Printer (4)
Cosmetician (2)	Printing pressman (4)
Dairy products maker (2-3)	Rigger (2-4)
Draftsman-designer (3-5)	Roofer (2-3)
Electrical worker (4-5)	Rotogravure engraver (5-6)
Electroplater (3-4)	Sheetmetal worker (3-4)
Electrotyper (5-6)	Sign, scene, and pictorial
Engraver (4-5)	artist (3-4)
Fabric cutter (3-4)	Silversmith (3-4)
Farm-equipment	Stationary engineer (3-4)
mechanic (3-4)	Stereotyper (5-6)
Floor coverer (3-4)	Stoneworker (2-4)
Foundryman (2-4)	Stonemason (3)
Furrier (3-4)	Tailor (4)
Glazier-glass worker (2-4)	Telephone worker (4)
Heat treater (4)	Terrazzo worker (3)
Ironworker (2-4)	Textile technician (2-4)
Jeweler (2-4)	Tile setter (3)
Lather (2-3)	Tool and die maker (4-5)
Lead burner (5)	Upholsterer (3-4)
Leatherworker (3-4)	Wallpaper craftsman (4-5)
Lithographer (4-5)	Wire weaver (3-4)

REGIONAL OFFICES

Bureau of Apprenticeship and Training

REGION I

John F. Kennedy Fed. Bldg.
Government Center
Boston, Mass. 02203

Connecticut
Maine
Massachusetts

New Hampshire
Rhode Island
Vermont

REGION II

341 Ninth Avenue, Rm. 906
New York, N. Y. 10001

New Jersey
New York

Puerto Rico
Virgin Islands

REGION III

5000 Wissnonhickon Avenue
Philadelphia, Pa. 19101

Delaware
Maryland

Pennsylvania
Virginia
West Virginia

REGION IV

1371 Peachtree St., NE. Rm. 729
Atlanta, Ga. 30309

Alabama
Florida
Georgia
Kentucky

Mississippi
North Carolina
South Carolina
Tennessee

REGION V

219 South Dearborn Street
Room 854
Chicago, Ill. 60604

Illinois
Indiana
Michigan

Minnesota
Ohio
Wisconsin

REGION VI

411 North Akard Street
Room 312
Dallas, Texas 75201

Arkansas
Louisiana

New Mexico
Oklahoma
Texas

REGION VII

911 Walnut Street, Rm. 2107
Federal Office Bldg.
Kansas City, Mo. 64106

Iowa
Kansas

Missouri
Nebraska

REGION VIII

New Custom House Rm 314
721 - 19th Street
Denver, Colo. 80202

Colorado
Montana
North Dakota

South Dakota
Utah
Wyoming

REGION IX

450 Golden Gate Avenue
Room 10451
San Francisco, Calif. 94102

Arizona
California

Nevada
Hawaii

REGION X

506 Second Avenue
1809 Smith Tower
Seattle, Wash. 98104

Alaska
Idaho

Oregon
Washington



APPRENTICESHIP INFORMATION CENTERS

ALABAMA Birmingham	1816 Eighth Avenue, North
ARIZONA Phoenix	438 West Adam Street
CONNECTICUT Bridgeport New Haven	753 Fairfield Avenue 634 Chapel Street
DISTRICT OF COLUMBIA	555 Pennsylvania Avenue, NW.
ILLINOIS Chicago	321 South State Street
INDIANA Gary Indianapolis	1200 Broadway 145 West Washington Street
IOWA Des Moines	150 Des Moines Street
KANSAS Topeka Wichita	1301 Topeka Boulevard 402 E. Second Street
MARYLAND Baltimore	1100 North Eutaw Street
MASSACHUSETTS Boston	408 South Huntington Avenue
MICHIGAN Detroit	8600 Woodward Avenue
MINNESOTA Minneapolis St. Paul	1629 Hennepin Avenue 1058 University Avenue
MISSOURI Kansas City St. Louis	1411 Main Street 505 Washington Avenue
NEW JERSEY Camden Newark Paterson	519 Federal Street 1004 Broad Street 301 Graham Avenue
NEW YORK Buffalo New York	119 West Chippewa Street 255 West 54th Street
OHIO Cincinnati Cleveland Columbus	108 E. Seventh Street 779 Rockwell Avenue 239 South Fourth Street
OREGON Portland	1030 NE. Couch Street
PENNSYLVANIA Philadelphia Pittsburgh	1221 North Broad Street 915 Penn Avenue
TENNESSEE Memphis Nashville	43 North Cleveland Street 1802 Hayes Street
TEXAS Houston	2800 Travis Street
VIRGINIA Norfolk Richmond	904 Granby Street 609 East Main Street
WASHINGTON Seattle	1933 Fifth Avenue

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